

The Aging Workforce – Impact on Medical Restrictions

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The Facts of Life

- ❑ The population at large is aging
- ❑ Licensed operators are aging too
- ❑ Age discrimination is illegal
- ❑ The criteria in ANSI/ANS 3.4 are the same regardless of age
- ❑ Mechanical and biological systems generally require more maintenance as they age

How Old Are They?

Region	RO				SRO			
	#	Range	Ave.	% 45+	#	Range	Ave.	% 45+
RI	774	28 - 64	47.20	69.5	531	26 - 63	46.17	62.5
RII	933	28 - 66	47.67	73.3	511	27 - 65	45.28	56.2
RIII	642	28 - 64	46.40	66.5	438	26 - 66	45.04	53.9
RIV	718	28 - 63	48.05	74.7	429	29 - 66	45.36	56.9

Region I License Restrictions

Active Licenses

RO = 490

SRO = 622

LSRO = 5

TOTAL = 1117

Number of Restrictions

Glasses = 652

Medication = 115

No solo RO = 18

No solo SRO = 33

3-Month = 4

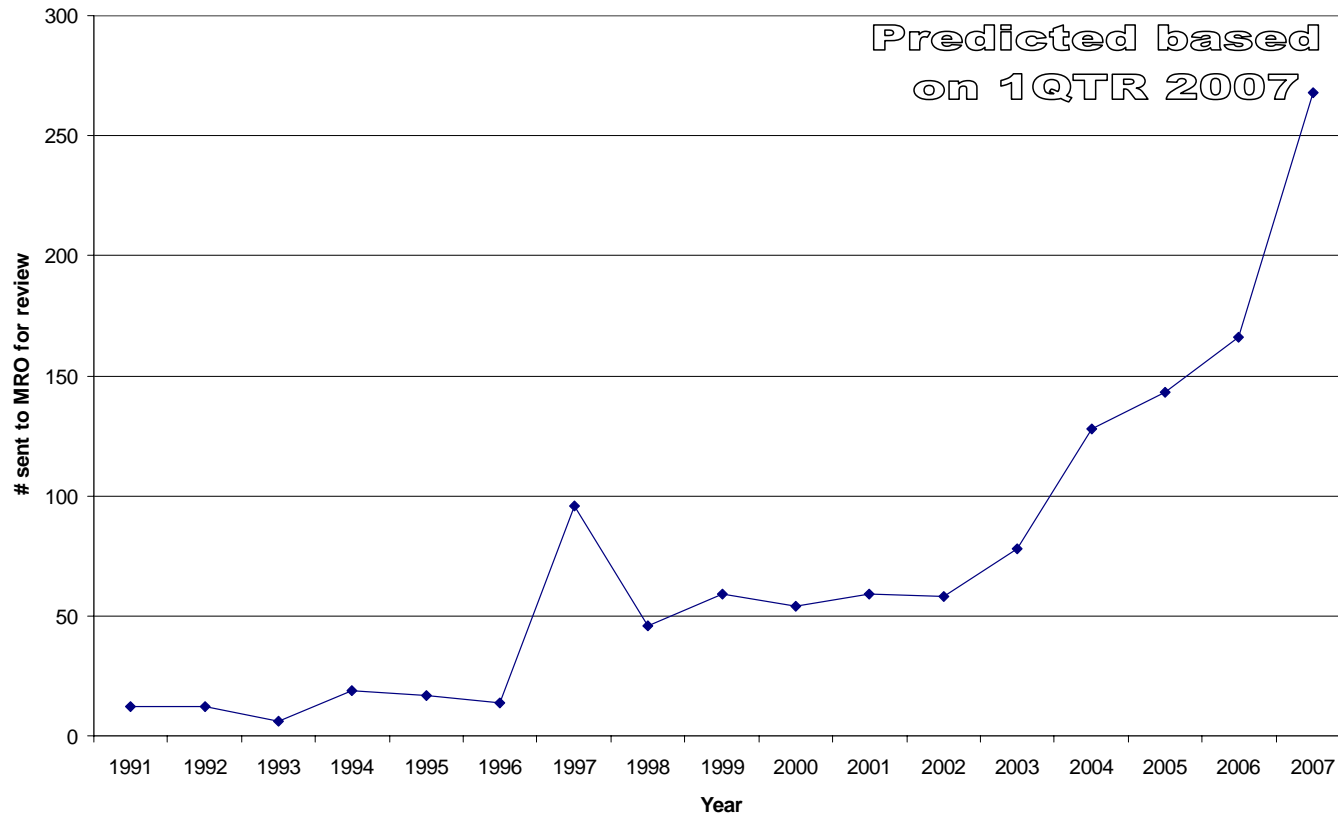
6-Month = 2

12-Month = 6

Other = 6

Medical Reviews Are On The Rise

RIV Medical Reviews



Why Might That Be?

- ❑ The aging of the workforce
- ❑ IN-2004-20, "Recent Issues Associated With NRC Medical Requirements for Licensed Operators," and enforcement cases have heightened awareness of medical issues
- ❑ "Take your medicine" condition was added to NRC Form 396 in 2006
- ❑ All of the above?
- ❑ Other?

Summary

- ❑ The operators' duties, responsibilities, and medical criteria are the same regardless of age
- ❑ Operators need to know their medical fitness and reporting responsibilities
- ❑ The number of medical reviews has increased and will likely continue
- ❑ This has increased the administrative burden on facilities and the NRC staff
- ❑ However, most license restrictions are generally not very restrictive
- ❑ Questions?